



## 6238.0.55.001 - Microdata: Barriers and Incentives to Labour Force Participation, Retirement and Retirement Intentions, 2016-17

Previous ISSUE Released at 11:30 AM (CANBERRA TIME) 18/12/2017

## Summary

### Introduction

This product provides a range of information about the release of microdata 2016-2017 Barriers and Incentives to Labour Force Participation, Retirement and Retirement Intentions (B&I and R&RI), including details about the survey methodology and how to use the microdata product; TableBuilder. A data item list and information on the conditions of use and the quality of the microdata are also provided. A TableBuilder is an online tool for creating tables and graphs.

Microdata are the most detailed information available from a survey and are generally the responses to individual questions on the questionnaire or data derived from two or more questions.

The B&I and R&RI survey is conducted throughout Australia during the 2016–17 financial year and is designed to provide detailed information on characteristics of people who are not participating, or not participating fully, in the labour force and the factors that influence them to join or leave the labour force, and on information on retirement trends, the factors which influence decisions to retire, and the income arrangements that retirees and potential retirees have made to provide for their retirement.

Further information about this product, and other information to assist users in understanding and accessing microdata in general, is available from the Microdata Entry Page. Before applying for access, users should read and familiarise themselves with the information contained in the User Manual: TableBuilder.

### APPLYING FOR ACCESS

To apply for access to TableBuilder, register and apply in Microdata Entry Page.

Further information on access steps can be found in How to Apply for Microdata on the ABS website.

### FURTHER INFORMATION

Further information about the survey and the microdata can be found in the various pages associated with this product, including:

- A detailed list of data items for the Barriers and Incentives to Labour Force Participation and Retirement and Retirement Intentions TableBuilder, available in the Downloads tab.
- The Quality Declaration in the Explanatory Notes tab.
- Other related products on the Related Information tab.

### SUPPORT

For further support in the use of this product, please contact Microdata Access Strategies on 02 6252 7714 or via [microdata.access@abs.gov.au](mailto:microdata.access@abs.gov.au).

### DATA AVAILABLE ON REQUEST

Data collected in the survey but not included in TableBuilder may be available from the ABS, on request, as statistics in tabulated form.

Subject to confidentiality and sampling variability constraints, special tabulations can be produced incorporating data items, populations and geographic areas selected to meet individual requirements. These are available, on request, on a fee for service basis. Contact the National Information and Referral Service on 1300 135 070 or [client.services@abs.gov.au](mailto:client.services@abs.gov.au) for further information.

### PRIVACY

The ABS Privacy Policy outlines how the ABS handles any personal information that you provide to us.

## Survey methodology

### SURVEY METHODOLOGY

General information about Barriers and Incentives to Labour Force Participation and Retirement and Retirement Intentions (B&I and R&RI) survey, including summary results, are available in the publication Barriers and Incentives to Labour Force Participation (cat. no. 6239.0) and Retirement and Retirement Intentions (cat. no. 6238.0).

## File structure and content

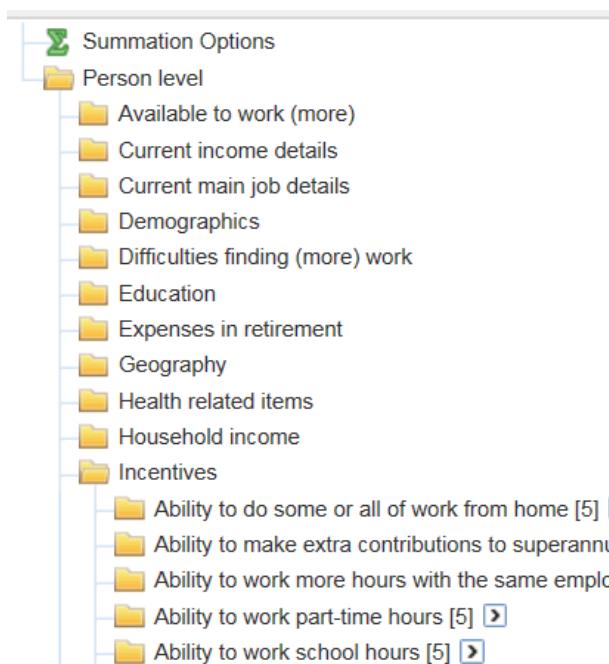
### FILE STRUCTURE AND CONTENT

#### FILE STRUCTURE

The underlying format of the Barriers and Incentives to Labour Force Participation and Retirement and Retirement Intentions (B&I and R&RI) file is structured at a single person level. This person level contains general demographic information such as age, sex, country of birth and status of employment as well details about weekly earnings, working arrangements and qualifications.

When tabulating data from TableBuilder, person weights are automatically applied to the underlying sample counts to provide the survey's population estimates.

The data items included in the B&I and R&R TableBuilder are grouped under broad headings and subheadings as shown in the image below. A complete data items list can be accessed from the Downloads tab.



#### FILE STRUCTURE

##### Not Applicable Categories

Most data items included in the TableBuilder file include a 'Not applicable' category. The classification values of these 'Not applicable' categories, where relevant, are shown in the data item list in the Downloads tab. The 'Not applicable' category generally represents the number of people who were not asked a particular question or the number of people excluded from the population for a data item when that data were derived (e.g. Status of employment in second job is not applicable for people without a second job).

##### Table Populations

The population relevant to each data item is identified in the data item list and should be kept in mind when extracting and analysing data. The actual population count for each data item is equal to the total cumulative frequency minus the 'Not applicable' category.

Generally, some populations can be 'filtered' using other relevant data items. For example, if the population of interest is 'Persons aged 45 year and over', any data item with that population (excluding the 'Not applicable' category) could be used.

##### Zero Value Cells

Tables generated from sample surveys will sometimes contain cells with zero values because no respondents that satisfied the parameters of a particular cell in a table were in the survey. This is despite there being people in the general population with those characteristics. This is an example of sampling variability which occurs with all sample surveys. Relative Standard

Errors cannot be generated for zero cells.

## Using TableBuilder

### USING TABLEBUILDER

For general information relating to the TableBuilder or instructions on how to use features of the TableBuilder product, please refer to the User Manual: TableBuilder (cat. no. 1406.0.55.005).

More specific information applicable to Barriers and Incentives to Labour Force Participation and Retirement and Retirement Intentions (B&I and R&RI) Survey TableBuilder, which should enable users to understand, interpret and tabulate the data, is outlined below.

### CONFIDENTIALITY FEATURES IN TABLEBUILDER

In accordance with the Census and Statistics Act 1905, all the data in TableBuilder are subjected to a confidentiality process before release. This confidentiality process is undertaken to avoid releasing information that may allow the identification of particular individuals, families, households, dwellings or businesses.

Processes used in TableBuilder to confidentialise records include the following:

- perturbation of data; and
- table suppression

#### Perturbation Effects

To minimise the risk of identifying individuals in aggregate statistics, a technique is used to randomly adjust cell values. This technique is called perturbation. Perturbation involves small random adjustments of the statistics and is considered the most satisfactory technique for avoiding the release of identifiable statistics while maximising the range of information that can be released. These adjustments have a negligible impact on the underlying pattern of the statistics.

The introduction of these random adjustments result in tables not adding up. As a result, randomly adjusted individual cells will be consistent across tables, but the totals in any table will not be the sum of the individual cell values. The size of the difference between summed cells and the relevant total will generally be very small.

Please be aware that the effects of perturbing the data may result in components being larger than their totals. This includes determining proportions.

#### Table suppression

Some tables generated within TableBuilder may contain a substantial proportion of very low counts within cells (excluding cells that have counts of zero). When this occurs, all values within the table are suppressed in order to preserve confidentiality. The following error message below is displayed (in red) at the bottom of the table when table suppression has occurred.

**ERROR: The table has been suppressed as it is too sparse**

**ERROR: table cell values have been suppressed**

#### COUNTING UNITS AND WEIGHTS

Weighting is the process of adjusting results from a sample survey to infer results for the total population. To do this, a 'weight' is allocated to each record. The weight is the value that indicates how many population units are represented by each sample unit.

To produce estimates for the in-scope population you must use a weight field in your tables. In TableBuilder they can be found under the Summation Options category in the left hand pane under the applicable level. If you do not select a weight field, TableBuilder will apply 'Person weight' by default. This will give you estimates of the number of persons.

If you are estimating the number of persons with certain characteristics (e.g. 'Number of non-school qualifications completed') the weight listed under the category heading 'Person level weighting' must be used.

#### SELECTING DATA ITEMS FOR CROSS-TABULATION

The Person level contains a range of data items detailing barriers and Incentives to labour force participation and retirement and retirement Intentions including demographic, education, labour force and population variables.

#### Populations and Data items

When adding a data item to a table, an associated population should also be used to ensure correct data is retrieved from TableBuilder. For example, the data item Age at retirement from the labour force is only applicable to population group 22

Persons aged 45 years and over who have retired from the labour force (as per the image below), so when using this item in a table only this population should be used.

6238055001DO001_2016201706 Barriers and Incentives to Labour Force Participation, Australia, July 2016 to June 2017	
TableBuilder Data Item List	
Released at 11:30 am (Canberra time) Mon 18 December 2017	
Retirement age and sources	Populations
Data item label and categories	Populations
Age at retirement from the labour force (ranged years)	22
00 Not applicable	
01 Less than 45	
02 45–49	
03 50–54	
04 55–59	
05 60–64	
06 65–69	
07 70–74	
08 75 and over	

Similarly, if users want to add multiple data items to a table they should ensure that these data items are applicable to the same population group.

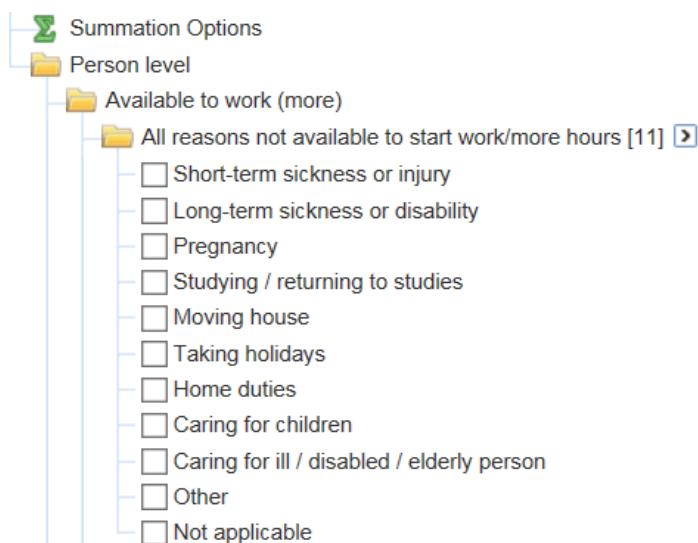
For more information about data items and applicable populations, users should refer to the B&I and R&RI TableBuilder Data Items List available from the downloads tab.

#### Cross-tabulating Data items on the same level

Cross-tabulating data from the Person Level with other data items from the same level will produce data about people. For example, cross-tabulating the geographic variable 'State or territory of usual residence' by the 'Hours usually worked in all jobs' produces a table showing the number of people in each region by the hours that they usually work each week in all jobs.

#### MULTI-RESPONSE DATA ITEMS

A number of the survey's data items allow respondents to report more than one response. These are referred to as 'multi-response data items'. An example of such a data item is pictured below. For this data item respondents can report all of reasons they were not available to start work or work more hours.



When a multi-response data item is tabulated, a person is counted against each response they have provided (e.g. a person who responds 'Pregnancy' and 'Home duties' will be counted once in both of these categories).

As a result, each person in the appropriate population is counted at least once, and some persons are counted multiple times. Therefore, the total for a multi-response data item will be less than or equal to the sum of its components.

For more information on definitions and concepts that apply to the data items in this file, please refer to Barriers and Incentives to Labour Force Participation (cat. no. 6239.0) and Retirement and Retirement Intentions (cat. no. 6238.0).

## Conditions of Use

## CONDITIONS OF USE

### USER RESPONSIBILITIES

The Census and Statistics Act 1905 includes a legislative guarantee to respondents that their confidentiality will be protected. This is fundamental to the trust the Australian public has in the ABS, and that trust is in turn fundamental to the excellent quality of ABS information. Without that trust, survey respondents may be less forthcoming or truthful in answering our questionnaires. For more information, see 'Avoiding inadvertent disclosure' and 'Microdata' on our web page How the ABS keeps your information confidential.

The release of microdata must satisfy the ABS legislative obligation to release information in a manner that is not likely to enable the identification of a particular person or organisation. Therefore, in accordance with the Census and Statistics Act, a confidentiality process is applied to the data in TableBuilder to avoid releasing information that may lead to the identification of individuals, families, households, dwellings or businesses.

Prior to being granted access to TableBuilder users must agree to the following ABS Terms and Conditions of TableBuilder Access.

The TableBuilder User Guide provides additional information to assist users.

### CONDITIONS OF SALE

All ABS products and services are provided subject to the ABS Conditions of Sale. Any queries relating to these Conditions of Sale should be emailed to [intermediary.management@abs.gov.au](mailto:intermediary.management@abs.gov.au).

### AUSTRALIAN UNIVERSITIES

The ABS/Universities Australia Agreement provides participating universities with access to a range of ABS products and services. This includes access to microdata. For further information, university clients should refer to the ABS/Universities Australia Agreement web page.

### FURTHER INFORMATION

The Microdata Entry Page contains links to microdata related information to assist users in understanding and accessing microdata. For further information users should email [microdata.access@abs.gov.au](mailto:microdata.access@abs.gov.au) or telephone (02) 6252 7714.

### PRIVACY

The ABS Privacy Policy outlines how the ABS handles any personal information that you provide to us.

## About this release

This TableBuilder microdata release provides a range of information about the 2016-2017 Barriers and Incentives to Labour Force Participation, Retirement and Retirement Intentions (B&I and R&RI), including details about the survey methodology and how to use the microdata product.

## About this Release

The following microdata products are available from the Barriers & Incentives to Labour Force Participation and Retirement & Retirement Intentions Survey:

- Survey TableBuilder

Apply online for access to these products at [www.abs.gov.au/about/microdata](http://www.abs.gov.au/about/microdata)

These products provide data on labour force characteristics, the potential labour force and the characteristics of that potential labour force. It also contains data on retirement trends, the factors which influence decisions to retire, and the income arrangements that retirees and potential retirees have made to provide for their retirement. A detailed list of data items is available on the Downloads tab.

The microdata enables users to tabulate, manipulate and analyse data. Steps to confidentialise the dataset are taken to ensure the integrity of data and maintain confidentiality of respondents. This includes removing any information that might uniquely identify an individual, reducing the level of detail for some items and collapsing some categories.

Approved users can combine labour force characteristics with Barriers & Incentives data to obtain a better understanding of the factors that influence people to participate (more) in the labour force and the hours they work. The Retirement & Retirement Intentions data can be used to obtain a better understanding of retirement trends and issues facing older Australians.

# Explanatory Notes

## Quality Declaration

### QUALITY DECLARATION - SUMMARY

#### INSTITUTIONAL ENVIRONMENT

For information on the institutional environment of the Australian Bureau of Statistics (ABS), including the legislative obligations of the ABS, financing and governance arrangements, and mechanisms for scrutiny of ABS operations, please see ABS Institutional Environment.

#### RELEVANCE

This collection presents information about Barriers and Incentives to Labour Force Participation and Retirement and Retirement Intentions (BI and R&RI). The statistics in this publication were compiled from the Multipurpose Household Survey (MPHS), conducted throughout Australia during the 2016–17 financial year, as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS).

The Barriers and Incentives to Labour Force Participation survey presents information about persons aged 18 years and over who were either not employed or who usually worked less than 35 hours per week. In respect of employed persons, the Barriers and Incentives to Labour Force Participation topic collects data only for those working less than 35 hours, as they have the greatest potential to increase their labour force participation. The data collected provides information on the potential labour force and the characteristics of that potential labour force.

The Retirement and Retirement Intentions survey presents information about the retirement status and retirement intentions of persons aged 45 years and over who have, at some time, worked for two weeks or more. The data collected in the Retirement and Retirement Intentions survey provides information on retirement trends, the factors which influence decisions to retire, and the income arrangements that retirees and potential retirees have made to provide for their retirement. The data are cross-classified by a range of demographic characteristics such as age and sex, as well as labour force characteristics.

#### TIMELINESS

Barriers and Incentives to Labour Force Participation and Retirement and Retirement Intentions survey is conducted throughout Australia from July 2016 to June 2017 as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS). Results from this survey are released in the publication Barriers and Incentives to Labour Force Participation (cat. no. 6239.0) and Retirement and Retirement Intentions (cat. no. 6238.0).

#### ACCURACY

The microdata generally contains finer levels of detail for data items than what is otherwise published in other formats, for example, in Barriers and Incentives to Labour Force Participation (cat. no. 6239.0) and Retirement and Retirement Intentions (cat. no. 6238.0). For information on the level of detail provided, please refer to the data item list in the Downloads tab.

Steps to confidentialise the data made available in TableBuilder are taken in such a way as to maximise the usefulness of the content while maintaining the confidentiality of respondents selected in the survey. As a result, it may not be possible to exactly reconcile all the statistics produced from TableBuilder with other published statistics. Further information about the steps taken to confidentialise the microdata is available through the Survey Confidentiality Page.

#### COHERENCE

The ABS seeks to maximise consistency and comparability over time by minimising changes to its surveys. However, sound survey practice requires ongoing development and maintenance to maintain the integrity of the data and the efficiency of collection. For changes between iterations of the survey, please refer to the Comparability of Time Series section in the Explanatory Notes of Barriers and Incentives to Labour Force Participation (cat. no. 6239.0) and Retirement and Retirement Intentions (cat. no. 6238.0).

#### INTERPRETABILITY

Detailed information on the terminology, classifications and other technical aspects associated with Barriers and Incentives to Labour Force Participation (cat. no. 6239.0) and Retirement and Retirement Intentions (cat. no. 6238.0) can be found in the relevant web pages included with this release.

#### DATA ACCESS

For more detailed information on the products and services available for this survey refer to the Introduction page.

Microdata products are available to approved users. Users wishing to access the microdata should read the How to Apply for Microdata web page. Users should also familiarise themselves with information available via the Microdata web pages.

A full list of available microdata can be viewed via the List of expected and available Microdata.

Any questions regarding access to microdata can be forwarded to [microdata.access@abs.gov.au](mailto:microdata.access@abs.gov.au) or phone (02) 6252 7714.

The ABS Privacy Policy outlines how the ABS will handle any personal information that you provide to us.

---

© Commonwealth of Australia

All data and other material produced by the Australian Bureau of Statistics (ABS) constitutes Commonwealth copyright administered by the ABS. The ABS reserves the right to set out the terms and conditions for the use of such material. Unless otherwise noted, all material on this website – except the ABS logo, the Commonwealth Coat of Arms, and any material protected by a trade mark – is licensed under a Creative Commons Attribution 2.5 Australia licence